## BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA

In the Matter of the Petition to Revoke Probation Against:

JOHN GABRIEL MONTEZ 400 Duboce Avenue, Apt. 311 San Francisco, CA 94117

Registered Nurse License No.580266

Respondent

Case No. 2003 - 132

## **DEFAULT DECISION AND ORDER**

The attached Default Decision and Order is hereby adopted by the Board of Registered Nursing, Department of Consumer Affairs, as its Decision in the above entitled matter.

This Decision shall become effective on May 1, 2008.

IT IS SO ORDERED April 1, 2008.

President

Board of Registered Nursing Department of Consumer Affairs

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State of California

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1	EDMUND G. BROWN JR., Attorney General of the State of California	
2	FRANK H. PACOE, State Bar No. 91740 Supervising Deputy Attorney General	
3	455 Golden Gate Avenue, Suite 11000 San Francisco, CA 94102-7004	
4	Telephone: (415) 703-5556 Facsimile: (415) 703-5480	
5	Attorneys for Complainant	
6	1 Total Complement	
7	BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA	
8		
9	In the Matter of the Petition to Revoke Probation	Case No. 2003-132
10	Against:	Case 140, 2003-132
11	JOHN GABRIEL MONTEZ 400 Duboce Avenue, Apt. 311	DEFAULT DECISION AND ORDER
12	San Francisco, California 94117	
13	Registered Nurse License No. 580266	[Gov. Code, §11520]
14	Respondent.	
15		
16	FINDINGS OF	FFACT
17	1. On or about March 26, 2007,	Complainant Ruth Ann Terry, M.P.H., R.N.,
18	in her official capacity as the Executive Officer of the Board of Registered Nursing, Department	
19	of Consumer Affairs, filed Petition to Revoke Probation No. 2003-132 against John Gabriel	
20	Montez (Respondent) before the Board of Registered	1 Nursing.
21	2. On or about April 26, 2001, th	ne Board of Registered Nursing (Board)
22	issued Registered Nurse License No. 580266 to Resp	oondent. The Registered Nurse License was
23	in full force and effect at all times relevant to the cha	arges brought herein and the license expired
24	on February 28, 2007, and has not been renewed.	
25	3. On or about March 27, 2007, 0	Gloria Briones, an employee of the
26	Department of Justice, served by Certified and First	Class Mail a copy of the Petition to Revoke
27	Probation No. 2003-132, Statement to Respondent, Notice of Defense, Request for Discovery,	
28	and Government Code sections 11507.5, 11507.6, an	d 11507.7 to Respondent's address of record

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registered nurse.

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Petition to Revoke Probation No.2003-132

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Exhibit A:

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1 2	of the State of California FRANK H. PACOE, State Bar No. 91740	
3	Supervising Deputy Attorney General California Department of Justice	
4	455 Golden Gate Avenue, Suite 11000 San Francisco, CA 94102-7004	
5	Telephone: (415) 703-5556 Facsimile: (415) 703-5480	
6	Attorneys for Complainant	
7	BEFORE THE	
8	BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA	
9		
10	In the Matter of the Petition to Revoke Probation Against:	Case No. 2003-132
11	JOHN GABRIEL MONTEZ	PETITION TO REVOKE
12	400 Duboce Avenue, Apt. 311 San Francisco, California 94117	PROBATION
13	Registered Nurse License No. 580266	
14	Respondent.	
15		
16 17	Commission to the con-	
i	Complainant alleges:	
18	PARTIE	<del></del>
19	·	(Complainant) brings this Petition to
20	Revoke Probation solely in her official capacity as the Executive Officer of the Board of	
21	Registered Nursing, Department of Consumer Affairs.	
22		e Board of Registered Nursing issued
23	Registered Nurse License Number 580266 to John Gabriel Montez (Respondent). The registered	
24	nurse license was in effect at all times relevant to the charges brought herein and will expire on	
25	February 28, 2007, unless renewed.	
26		d "In the Matter of Accusation Against John
27	Gabriel Montez," Case No. 2003-132, the Board of Registered Nursing, issued a decision,	
28	effective June 13, 2004, in which Respondent's regist	tered nurse license was revoked. However.

the revocation was stayed and Respondent's registered nurse license was placed on probation for a period of five (5) years with certain terms and conditions. A copy of that decision is attached as Exhibit A and is incorporated by reference.

#### JURISDICTION

4. This Petition to Revoke Probation is brought before the Board of Registered Nursing (Board), Department of Consumer Affairs, under the authority of the following laws. All section references are to the Business and Professions Code unless otherwise indicated.

#### FIRST CAUSE TO REVOKE PROBATION

#### (Obey All Laws)

5. At all times after the effective date of Respondent's probation, Condition No. 1 stated:

Respondent shall obey all federal, state and local laws. A full and detailed account of any and all violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this condition, Respondent shall submit completed fingerprint forms and fingerprint fees within 45 days of the effective date of the decision, unless previously submitted as part of the licensure application process.

- 6. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 1, referenced above. The facts and circumstances regarding this violation are as follows:
- A. On or about October 22, 2005, respondent failed to obey all laws in that he committed petty theft by stealing a cellular phone charger from 4D Wireless, a cellular phone retailer in Dublin, California.
- B. On or about December 1, 2005, respondent failed to obey all laws in that he was convicted of a crime in a criminal proceeding entitled <u>People of the State of California v. John Gabriel Montez</u> in the Superior Court of California, County of Alameda, Case Number 117378, the Respondent was convicted by plea of guilty for violating Penal Code

section 484(a) (Petty Theft), a misdemeanor.

### SECOND CAUSE TO REVOKE PROBATION

(Comply with the Board's Probation Program)

7. At all times after the effective date of Respondent's probation, Condition No. 2 stated:

Respondent shall fully comply with the conditions of the Probation Program established by the Board and cooperate with representatives of the Board in its monitoring and investigation of the Respondent's compliance with the Board's Probation Program. Respondent shall inform the Board in writing within no more than 15 days of any address change and shall at all times maintain an active, current license status with the Board, including during any period of suspension. Upon successful completion of probation, Respondent's license shall be fully restored.

8. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 2, referenced above. Based on the respondent's conduct set forth in paragraph 6, above, respondent failed to comply with the conditions of probation as stated herein.

#### THIRD CAUSE TO REVOKE PROBATION

(Report in Person)

9. At all times after the effective date of Respondent's probation, Condition No. 3 stated:

Respondent, during the period of probation, shall appear in person at interviews/meetings as directed by the Board or its designated representatives.

10. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 3, referenced above, in that on or about September 22, 2005, the respondent failed to report for a scheduled interview with the Board's designated representatives.

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No. 5 stated:

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### FOURTH CAUSE TO REVOKE PROBATION

#### (Submit Written Reports)

11. At all times after the effective date of Respondent's probation, Condition

Respondent, during the period of probation, shall submit or cause to be submitted such written reports/declarations and verification of actions under penalty of perjury, as required by the Board. These reports/declarations shall contain statements relative to Respondent's compliance with all the conditions of the Board's Probation Program. Respondent shall immediately execute all release of information forms as may be required by the Board or its representatives. Respondent shall provide a copy of this Decision to the nursing regulatory agency in every state and territory in which he has a registered nurse license.

12. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 5, referenced above, in that respondent failed to do the following: (1) he failed submit verification to the Board that he attended a support group meeting, (2) he failed to provide the Board evidence that he attended a rehabilitation program, and (3) he failed to submit evidence to the Board that he took a required Physical Health Examination.

## FIFTH CAUSE TO REVOKE PROBATION

## (Cost Recovery)

13. At all times after the effective date of Respondent's probation, Condition No. 11 stated:

Respondent shall pay to the Board costs associated with its investigation and enforcement pursuant to Business and Professions Code section 125.3 in the amount of \$4,530.50. Respondent shall be permitted to pay these costs in a payment plan approved by the Board, with payments to be completed no later than three months prior to the end of the probation term.

If Respondent has not complied with this condition during the probationary term,

and Respondent has presented sufficient documentation of his good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation will apply.

14. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 11, referenced above, in that respondent failed to make cost recovery payments.

#### SIXTH CAUSE TO REVOKE PROBATION

(Physical Examination)

15. At all times after the effective date of Respondent's probation, Condition No. 14 stated:

Within 45 days of the effective date of this Decision, Respondent, at his expense, shall have a licensed physician, nurse practitioner, or physician assistant, who is approved by the Board before the assessment is performed, submit an assessment of the Respondent's physical condition and capability to perform the duties of a registered nurse. Such an assessment shall be submitted in a format acceptable to the Board. If medically determined, a recommended treatment program will be instituted and followed by the Respondent with the physician, nurse practitioner, or physician assistant providing written reports to the Board on forms provided by the Board.

If Respondent is determined to be unable to practice safely as a registered nurse, the licensed physician, nurse practitioner, or physician assistant making this determination shall immediately notify the Board and Respondent by telephone, and the Board shall request that the Attorney General's office prepare an accusation or petition to revoke probation. Respondent shall immediately cease practice and shall not resume practice until notified by the Board. During this period of suspension, Respondent shall not engage in any practice for which a

license issued by the Board is required until the Board has notified Respondent that a medical determination permits Respondent to resume practice. This period of suspension will not apply to the reduction of this probationary time period. If Respondent fails to have the above assessment submitted to the Board within the 45-day requirement, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. This period of suspension will not apply to the reduction of this probationary time period. The Board may waive or postpone this suspension only if significant, documented evidence of mitigation is provided. Such evidence must establish good faith efforts by Respondent to obtain the assessment, and a specific date for compliance must be provided. Only one such waiver or extension may be permitted.

16. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 14, referenced above, in that respondent failed to provide the Board evidence that he took a required Physical Health Examination.

## SEVENTH CAUSE TO REVOKE PROBATION

(Participate in Treatment/Rehabiliation Program for Chemical Dependence)

17. At all times after the effective date of Respondent's probation, Condition Condition No. 15 stated:

Respondent, at his expense, shall successfully complete during the probationary period or shall have successfully completed prior to commencement of probation a Board-approved treatment/rehabilitation program of at least six months duration. As required, reports shall be submitted by the program on forms provided by the Board. If Respondent has not completed a Board-approved treatment/rehabilitation program prior to commencement of probation, Respondent, within 45 days from the effective date of the decision, shall be enrolled in a program. If a program is not successfully completed within the first nine months of probation, the Board shall consider Respondent in violation of probation.

Based on Board recommendation, each week Respondent shall be required to attend at least one, but no more than five 12-step recovery meetings or equivalent (e.g., Narcotics Anonymous, Alcoholics Anonymous, etc.) and a nurse support group as approved and directed by the Board. If a nurse support group is not available, an additional 12-step meeting or equivalent shall be added. Respondent shall submit dated and signed documentation confirming such attendance to the Board during the entire period of probation. Respondent shall continue with the recovery plan recommended by the treatment/rehabilitation program or a licensed mental health examiner and/or other ongoing recovery groups.

18. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 15, referenced above, in that respondent failed to participate or provide evidence to the Board that he participated in a required Treatment - Rehabilitation program for chemical dependency.

## EIGHTH CAUSE TO REVOKE PROBATION

(Abstain from Use of Psychotropic (Mood-Altering) Drugs)

19. At all times after the effective date of Respondent's probation, Condition No. 16 stated:

Respondent shall completely abstain from the possession, injection or consumption by any route of all controlled substances and all psychotropic (mood altering) drugs, including alcohol, except when the same are ordered by a health care professional legally authorized to do so as part of documented medical treatment. Respondent shall have sent to the Board, in writing and within fourteen (14) days, by the prescribing health professional, a report identifying the medication, dosage, the date the medication was prescribed, the Respondent's prognosis, the date the medication will no longer be required, and the effect on the recovery plan, if appropriate.

Respondent shall identify for the Board a single physician, nurse practitioner or physician assistant who shall be aware of Respondent's history of substance abuse

and will coordinate and monitor any prescriptions for Respondent for dangerous drugs, controlled substances or mood-altering drugs. The coordinating physician, nurse practitioner, or physician assistant shall report to the Board on a quarterly basis Respondent's compliance with this condition. If any substances considered addictive have been prescribed, the report shall identify a program for the time limited use of any such substances.

The Board may require the single coordinating physician, nurse practitioner, or physician assistant to be a specialist in addictive medicine, or to consult with a specialist in addictive medicine.

- 20. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 16, referenced above. The facts and circumstances regarding this violation are as follows:
- A. Respondent failed to abstain from the use of alcohol, in that on or about January 5, 2006, respondent tested positive for alcohol use.
- B. On or about December 28, 2005 and June 26, 2006 respondent submitted tests that resulted in diluted specimens.
- C. On or about July 26, 2006, respondent admitted during a telephone conversation with Board's the staff that he may have had a glass of wine with dinner or a beer.

## NINTH CAUSE TO REVOKE PROBATION

(Submit to Tests and Samples)

At all times after the effective date of Respondent's probation, Condition No. 17 stated:

Respondent, at his expense, shall participate in a random, biological fluid testing or a drug screening program which the Board approves. The length of time and frequency will be subject to approval by the Board. Respondent is responsible for keeping the Board informed of Respondent's current telephone number at all times. Respondent shall also ensure that messages may be left at the telephone number when he is not available and ensure that reports are submitted directly by

the testing agency to the Board, as directed. Any confirmed positive finding shall be reported immediately to the Board by the program and Respondent shall be considered in violation of probation.

In addition, Respondent, at any time during the period of probation, shall fully cooperate with the Board or any of its representatives, and shall, when requested, submit to such tests and samples as the Board or its representatives may require for the detection of alcohol, narcotics, hypnotics, dangerous drugs, or other controlled substances.

If Respondent has a positive drug screen for any substance not legally authorized and not reported to the coordinating physician, nurse practitioner, or physician assistant, and the Board files a petition to revoke probation or an accusation, the Board may suspend Respondent from practice pending the final decision on the petition to revoke probation or the accusation. This period of suspension will not apply to the reduction of this probationary time period.

If Respondent fails to participate in a random, biological fluid testing or drug screening program within the specified time frame, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. After taking into account documented evidence of mitigation, if the Board files a petition to revoke probation or an accusation, the Board may suspend Respondent from practice pending the final decision on the petition to revoke probation or the accusation. This period of suspension will not apply to the reduction of this probationary time period.

22. Respondent's probation is subject to revocation because he failed to comply with Probation Condition No. 17, referenced above. The facts and circumstances regarding this violation are that respondent failed to participate in the random drug-screening program by either failing to appear for testing or by failing to keep his account with First Lab current for the following dates: October 12, 2004; December 27, 2004; January 3, 2005; February 15, 2005; February 21, 2005; May 9, 2005; June 1, 2005; June 23, 2005; July 7, 2005; August

1	2, 2005; August 31, 2005; September 15, 2005; October 11, 2005; November 1, 2005; November
2	29, 2005; February 7, 2006; February 16, 2006; March 9, 2006; April 6, 2006; April 17, 2006;
3	May 24, 2006; and June 13, 2006.
4	<u>PRAYER</u>
5	WHEREFORE, Complainant requests that a hearing be held on the matters herein
6	alleged, and that following the hearing, the Board of Registered Nursing issue a decision:
7	1. Revoking the probation that was granted by the Board of Registered
8	Nursing in Case No. 2003-132 and imposing the disciplinary order that was stayed thereby
9	revoking Registered Nurse License No. 580266 issued to John Gabriel Montez;
10	2. Revoking or suspending Registered Nurse License No. 580266, issued to
11	John Gabriel Montez;
12	3. Taking such other and further action as deemed necessary and proper.
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14	DATED: 3(26107
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17	PITH ANN TEDDY MAH AN
18	Executive Officer Board of Registered Nursing
19	Department of Consumer Affairs State of California
20	Complainant
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# BEFORE THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA

In the Matter of the Accusation Against:	Case No. 2003-132
JOHN GABRIEL MONTEZ 2929 Monogram Avenue Long Beach, CA 90815	OAH No. L-2003040777
Registered Nursing License No. 580266	
Respondent.	
DECISION AND	<u>ORDER</u>

The attached Stipulated Settlement and Disciplinary Order is hereby adopted by the Board of Registered Nursing, Department of Consumer Affairs, as its Decision in this matter.

This Decision shall become effective on	June 13, 2004
It is so ORDERED May 14, 2004	·

Sandra K. Enickson

FOR THE BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS

1 BILL LOCKYER, Attorney General of the State of California 2 ALAN A. MANGELS, State Bar No. 57690 Deputy Attorney General 3 California Department of Justice 300 So. Spring Street, Suite 1702 4 Los Angeles, CA 90013 Telephone: (213) 897-2554 Facsimile: (213) 897-2804 6 Attorneys for Complainant 7 8 BEFORE THE BOARD OF REGISTERED NURSING 9 DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA 10 11 In the Matter of the Accusation Against: Case No. 2003-132 12 JOHN GABRIEL MONTEZ OAH No. L-2003040777 2929 Monogram Avenue 13 Long Beach, CA 90815 STIPULATED SETTLEMENT AND DISCIPLINARY ORDER 14 Registered Nursing License No. 580266 15 Respondent. 16 17 In the interest of a prompt and speedy settlement of this matter, consistent with the public interest and the responsibility of the Board of Registered Nursing of the Department of 18 19 Consumer Affairs, the parties hereby agree to the following Stipulated Settlement and 20 Disciplinary Order which will be submitted to the Board for approval and adoption as the final 21 disposition of the Accusation 22 <u>PARTIES</u> 23 1. Ruth Ann Terry, M.P.H., R.N. (Complainant) is the Executive Officer of 24 the Board of Registered Nursing. She brought this action solely in her official capacity and is 25 represented in this matter by Bill Lockyer, Attorney General of the State of California, by Alan 26 A. Mangels, Deputy Attorney General. 27 Respondent John Gabriel Montez (Respondent) is represented in this 28 proceeding by attorney Angela P. Alexander, Esq., whose address is 5532 Woodruff Ave., Suite

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3. On or about April 26, 2001, the Board of Registered Nursing issued Registered Nursing License No. 580266 to John Gabriel Montez (Respondent). The License was in full force and effect at all times relevant to the charges brought in Accusation No. 2003-132 and will expire on February 28, 2005, unless renewed.

## <u>JURISDICTION</u>

4. Accusation No. 2003-132 was filed before the Board of Registered Nursing (Board), Department of Consumer Affairs, and is currently pending against Respondent. The Accusation and all other statutorily required documents were properly served on Respondent on December 18, 2002. Respondent timely filed his Notice of Defense contesting the Accusation. On or about September 15, 2003, a First Supplemental and Amended Accusation was also served on Respondent. A copy of Accusation No. 2003-132 as supplemented and amended is attached as exhibit A and incorporated herein by reference.

# ADVISEMENT AND WAIVERS

- 5. Respondent has carefully read, fully discussed with counsel, and understands the charges and allegations in Accusation No. 2003-132 as amended. Respondent has also carefully read, fully discussed with counsel, and understands the effects of this Stipulated Settlement and Disciplinary Order.
- 6. Respondent is fully aware of his legal rights in this matter, including the right to a hearing on the charges and allegations in the Accusation; the right to be represented by counsel at his own expense; the right to confront and cross-examine the witnesses against him; the right to present evidence and to testify on his own behalf; the right to the issuance of subpoenas to compel the attendance of witnesses and the production of documents; the right to reconsideration and court review of an adverse decision; and all other rights accorded by the California Administrative Procedure Act and other applicable laws.
- 7. Respondent voluntarily, knowingly, and intelligently waives and gives up each and every right set forth above.

### **CULPABILITY**

- 8. Respondent admits the truth of each and every charge and allegation in Accusation No. 2003-132 as supplemented and amended.
- 9. Respondent agrees that his Registered Nurse License is subject to discipline and he agrees to be bound by the Board's imposition of discipline as set forth in the Disciplinary Order below.

## **CONTINGENCY**

- Nursing. Respondent understands and agrees that counsel for Complainant and the staff of the Board of Registered Nursing may communicate directly with the Board regarding this stipulation and settlement, without notice to or participation by Respondent or his counsel. By signing the stipulation, Respondent understands and agrees that he may not withdraw his agreement or seek to rescind the stipulation prior to the time the Board considers and acts upon it. If the Board fails to adopt this stipulation as its Decision and Order, the Stipulated Settlement and Disciplinary Order shall be of no force or effect, except for this paragraph, it shall be inadmissible in any legal action between the parties, and the Board shall not be disqualified from further action by having considered this matter.
- 11. The parties understand and agree that facsimile copies of this Stipulated Settlement and Disciplinary Order, including facsimile signatures thereto, shall have the same force and effect as the originals.
- 12. In consideration of the foregoing admissions and stipulations, the parties agree that the Board may, without further notice or formal proceeding, issue and enter the following Disciplinary Order:

## **DISCIPLINARY ORDER**

IT IS HEREBY ORDERED that Registered Nurse License No. 580266 issued to Respondent John Gabriel Montez is revoked. However, the revocation is stayed and Respondent is placed on probation for five (5) years on the following terms and conditions.

28. /

Severability Clause. Each condition of probation contained herein is a separate and distinct condition. If any condition of this Order, or any application thereof, is declared unenforceable in whole, in part, or to any extent, the remainder of this Order, and all other applications thereof, shall not be affected. Each condition of this Order shall separately be valid and enforceable to the fullest extent permitted by law.

1. Obey All Laws. Respondent shall obey all federal, state and local laws. A full and detailed account of any and all violations of law shall be reported by Respondent to the Board in writing within seventy-two (72) hours of occurrence. To permit monitoring of compliance with this condition, Respondent shall submit completed fingerprint forms and fingerprint fees within 45 days of the effective date of the decision, unless previously submitted as part of the licensure application process.

Criminal Court Orders: If Respondent is under criminal court orders, including probation or parole, and the order is violated, this shall be deemed a violation of these probation conditions, and may result in the filing of an accusation and/or petition to revoke probation.

2. Comply with the Board's Probation Program. Respondent shall fully comply with the conditions of the Probation Program established by the Board and cooperate with representatives of the Board in its monitoring and investigation of the Respondent's compliance with the Board's Probation Program. Respondent shall inform the Board in writing within no more than 15 days of any address change and shall at all times maintain an active, current license status with the Board, including during any period of suspension.

Upon successful completion of probation, Respondent's license shall be fully restored.

- 3. Report in Person. Respondent, during the period of probation, shall appear in person at interviews/meetings as directed by the Board or its designated representatives.
- 4. Residency, Practice, or Licensure Outside of State. Periods of residency or practice as a registered nurse outside of California shall not apply toward a reduction of this probation time period. Respondent's probation is tolled, if and when he resides outside of

California. Respondent must provide written notice to the Board within 15 days of any change of residency or practice outside the state, and within 30 days prior to re-establishing residency or returning to practice in this state.

Respondent shall provide a list of all states and territories where he has ever been licensed as a registered nurse, vocational nurse, or practical nurse. Respondent shall further provide information regarding the status of each license and any changes in such license status during the term of probation. Respondent shall inform the Board if he applies for or obtains a new nursing license during the term of probation.

5. Submit Written Reports. Respondent, during the period of probation, shall submit or cause to be submitted such written reports/declarations and verification of actions under penalty of perjury, as required by the Board. These reports/declarations shall contain statements relative to Respondent's compliance with all the conditions of the Board's Probation Program. Respondent shall immediately execute all release of information forms as may be required by the Board or its representatives.

Respondent shall provide a copy of this Decision to the nursing regulatory agency in every state and territory in which he has a registered nurse license.

6. Function as a Registered Nurse. Respondent, during the period of probation, shall engage in the practice of registered nursing in California for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

For purposes of compliance with the section, "engage in the practice of registered nursing" may include, when approved by the Board, volunteer work as a registered nurse, or work in any non-direct patient care position that requires licensure as a registered nurse.

The Board may require that advanced practice nurses engage in advanced practice nursing for a minimum of 24 hours per week for 6 consecutive months or as determined by the Board.

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of his good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may

grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation shall apply.

7. Employment Approval and Reporting Requirements. Respondent shall obtain prior approval from the Board before commencing or continuing any employment, paid or voluntary, as a registered nurse. Respondent shall cause to be submitted to the Board all performance evaluations and other employment related reports as a registered nurse upon request of the Board

Respondent shall provide a copy of this Decision to his employer and immediate supervisors prior to commencement of any nursing or other health care related employment.

In addition to the above, Respondent shall notify the Board in writing within seventy-two (72) hours after he obtains any nursing or other health care related employment. Respondent shall notify the Board in writing within seventy-two (72) hours after he is terminated or separated, regardless of cause, from any nursing, or other health care related employment with a full explanation of the circumstances surrounding the termination or separation.

8. Supervision. Respondent shall obtain prior approval from the Board regarding Respondent's level of supervision and/or collaboration before commencing or continuing any employment as a registered nurse, or education and training that includes patient care.

Respondent shall practice only under the direct supervision of a registered nurse in good standing (no current discipline) with the Board of Registered Nursing, unless alternative methods of supervision and/or collaboration (e.g., with an advanced practice nurse or physician) are approved.

Respondent's level of supervision and/or collaboration may include, but is not limited to the following:

Maximum - The individual providing supervision and/or collaboration is present in the patient care area or in any other work setting at all times. 111

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(b) Moderate - The individual providing supervision and/or collaboration is in the patient care unit or in any other work setting at least half the hours Respondent works.

- (c) Minimum The individual providing supervision and/or collaboration has person-to-person communication with Respondent at least twice during each shift worked.
- (d) Home Health Care If Respondent is approved to work in the home health care setting, the individual providing supervision and/or collaboration shall have person-to-person communication with Respondent as required by the Board each work day. Respondent shall maintain telephone or other telecommunication contact with the individual providing supervision and/or collaboration as required by the Board during each work day. The individual providing supervision and/or collaboration shall conduct, as required by the Board, periodic, on-site visits to patients' homes visited by Respondent with or without Respondent present.
- 9. **Employment Limitations.** Respondent shall not work for a nurse's registry, in any private duty position as a registered nurse, a temporary nurse placement agency, a traveling nurse, or for an in-house nursing pool.

Respondent shall not work for a licensed home health agency as a visiting nurse unless the registered nursing supervision and other protections for home visits have been approved by the Board. Respondent shall not work in any other registered nursing occupation where home visits are required.

Respondent shall not work in any health care setting as a supervisor of registered nurses. The Board may additionally restrict Respondent from supervising licensed vocational nurses and/or unlicensed assistive personnel on a case-by-case basis.

Respondent shall not work as a faculty member in an approved school of nursing or as an instructor in a Board approved continuing education program.

Respondent shall work only on a regularly assigned, identified and predetermined worksite(s) and shall not work in a float capacity.

If Respondent is working or intends to work in excess of 40 hours per week, the Board may request documentation to determine whether there should be restrictions on the hours of work.

 10. Complete a Nursing Course(s). Respondent, at his own expense, shall enroll and successfully complete a course(s) relevant to the practice of registered nursing no later than six months prior to the end of his probationary term.

Respondent shall obtain prior approval from the Board before enrolling in the course(s). Respondent shall submit to the Board the original transcripts or certificates of completion for the above required course(s). The Board shall return the original documents to Respondent after photocopying them for its records.

11. Cost Recovery. Respondent shall pay to the Board costs associated with its investigation and enforcement pursuant to Business and Professions Code section 125.3 in the amount of \$4,530.50. Respondent shall be permitted to pay these costs in a payment plan approved by the Board, with payments to be completed no later than three months prior to the end of the probation term.

If Respondent has not complied with this condition during the probationary term, and Respondent has presented sufficient documentation of his good faith efforts to comply with this condition, and if no other conditions have been violated, the Board, in its discretion, may grant an extension of Respondent's probation period up to one year without further hearing in order to comply with this condition. During the one year extension, all original conditions of probation will apply.

12. Violation of Probation. If Respondent violates the conditions of his probation, the Board after giving Respondent notice and an opportunity to be heard, may set aside the stay order and impose the stayed discipline (revocation) of Respondent's license.

If during the period of probation, an accusation or petition to revoke probation has been filed against Respondent's license or the Attorney General's Office has been requested to prepare an accusation or petition to revoke probation against Respondent's license, the probationary period shall automatically be extended and shall not expire until the accusation or petition has been acted upon by the Board.

13. License Surrender. During Respondent's term of probation, if he ceases practicing due to retirement, health reasons or is otherwise unable to satisfy the conditions of

probation, Respondent may surrender his license to the Board. The Board reserves the right to evaluate Respondent's request and to exercise its discretion whether to grant the request, or to take any other action deemed appropriate and reasonable under the circumstances, without further hearing. Upon formal acceptance of the tendered license and wall certificate, Respondent will no longer be subject to the conditions of probation.

Surrender of Respondent's license shall be considered a disciplinary action and shall become a part of Respondent's license history with the Board. A registered nurse whose license has been surrendered may petition the Board for reinstatement no sooner than the following minimum periods from the effective date of the disciplinary decision:

- (1) Two years for reinstatement of a license that was surrendered for any reason other than a mental or physical illness; or
  - (2) One year for a license surrendered for a mental or physical illness.
- Decision, Respondent, at his expense, shall have a licensed physician, nurse practitioner, or physician assistant, who is approved by the Board before the assessment is performed, submit an assessment of the Respondent's physical condition and capability to perform the duties of a registered nurse. Such an assessment shall be submitted in a format acceptable to the Board. If medically determined, a recommended treatment program will be instituted and followed by the Respondent with the physician, nurse practitioner, or physician assistant providing written reports to the Board on forms provided by the Board.

If Respondent is determined to be unable to practice safely as a registered nurse, the licensed physician, nurse practitioner, or physician assistant making this determination shall immediately notify the Board and Respondent by telephone, and the Board shall request that the Attorney General's office prepare an accusation or petition to revoke probation. Respondent shall immediately cease practice and shall not resume practice until notified by the Board. During this period of suspension, Respondent shall not engage in any practice for which a license issued by the Board is required until the Board has notified Respondent that a medical determination permits Respondent to resume practice. This period of suspension will not apply

to the reduction of this probationary time period.

If Respondent fails to have the above assessment submitted to the Board within the 45-day requirement, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. This period of suspension will not apply to the reduction of this probationary time period. The Board may waive or postpone this suspension only if significant, documented evidence of mitigation is provided. Such evidence must establish good faith efforts by Respondent to obtain the assessment, and a specific date for compliance must be provided. Only one such waiver or extension may be permitted.

Dependence. Respondent, at his expense, shall successfully complete during the probationary period or shall have successfully completed prior to commencement of probation a Board-approved treatment/rehabilitation program of at least six months duration. As required, reports shall be submitted by the program on forms provided by the Board. If Respondent has not completed a Board-approved treatment/rehabilitation program prior to commencement of probation, Respondent, within 45 days from the effective date of the decision, shall be enrolled in a program. If a program is not successfully completed within the first nine months of probation, the Board shall consider Respondent in violation of probation.

Based on Board recommendation, each week Respondent shall be required to attend at least one, but no more than five 12-step recovery meetings or equivalent (e.g., Narcotics Anonymous, Alcoholics Anonymous, etc.) and a nurse support group as approved and directed by the Board. If a nurse support group is not available, an additional 12-step meeting or equivalent shall be added. Respondent shall submit dated and signed documentation confirming such attendance to the Board during the entire period of probation. Respondent shall continue with the recovery plan recommended by the treatment/rehabilitation program or a licensed mental health examiner and/or other ongoing recovery groups.

16. Abstain from Use of Psychotropic (Mood-Altering) Drugs. Respondent shall completely abstain from the possession, injection or consumption by any route of all psychotropic (mood altering) drugs, including alcohol, except when the same are ordered by a

health care professional legally authorized to do so as part of documented medical treatment. Respondent shall have sent to the Board, in writing and within fourteen (14) days, by the prescribing health professional, a report identifying the medication, dosage, the date the medication was prescribed, the Respondent's prognosis, the date the medication will no longer be required, and the effect on the recovery plan, if appropriate.

Respondent shall identify for the Board a single physician, nurse practitioner or physician assistant who shall be aware of Respondent's history of substance abuse and will coordinate and monitor any prescriptions for Respondent for dangerous drugs, controlled substances or mood-altering drugs. The coordinating physician, nurse practitioner, or physician assistant shall report to the Board on a quarterly basis Respondent's compliance with this condition. If any substances considered addictive have been prescribed, the report shall identify a program for the time limited use of any such substances.

The Board may require the single coordinating physician, nurse practitioner, or physician assistant to be a specialist in addictive medicine, or to consult with a specialist in addictive medicine.

participate in a random, biological fluid testing or a drug screening program which the Board approves. The length of time and frequency will be subject to approval by the Board. Respondent is responsible for keeping the Board informed of Respondent's current telephone number at all times. Respondent shall also ensure that messages may be left at the telephone number when he is not available and ensure that reports are submitted directly by the testing agency to the Board, as directed. Any confirmed positive finding shall be reported immediately to the Board by the program and Respondent shall be considered in violation of probation.

In addition, Respondent, at any time during the period of probation, shall fully cooperate with the Board or any of its representatives, and shall, when requested, submit to such tests and samples as the Board or its representatives may require for the detection of alcohol, narcotics, hypnotics, dangerous drugs, or other controlled substances.

 If Respondent has a positive drug screen for any substance not legally authorized and not reported to the coordinating physician, nurse practitioner, or physician assistant, and the Board files a petition to revoke probation or an accusation, the Board may suspend Respondent from practice pending the final decision on the petition to revoke probation or the accusation. This period of suspension will not apply to the reduction of this probationary time period.

If Respondent fails to participate in a random, biological fluid testing or drug screening program within the specified time frame, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. After taking into account documented evidence of mitigation, if the Board files a petition to revoke probation or an accusation, the Board may suspend Respondent from practice pending the final decision on the petition to revoke probation or the accusation. This period of suspension will not apply to the reduction of this probationary time period.

the effective date of this decision, have a mental health examination including psychological testing as appropriate to determine his capability to perform the duties of a registered nurse. The examination will be performed by a psychiatrist, psychologist or other licensed mental health practitioner approved by the Board. The examining mental health practitioner will submit a written report of that assessment and recommendations to the Board. All costs are the responsibility of the Respondent. Recommendations for treatment, therapy or counseling made as a result of the mental health examination will be instituted and followed by the Respondent.

If Respondent is determined to be unable to practice safely as a registered nurse, the licensed mental health practitioner making this determination shall immediately notify the Board and Respondent by telephone, and the Board shall request that the Attorney General's office prepare an accusation or petition to revoke probation. Respondent shall immediately cease practice and may not resume practice until notified by the Board. During this period of suspension, Respondent shall not engage in any practice for which a license issued by the Board is required, until the Board has notified Respondent that a mental health determination permits Respondent to resume practice. This period of suspension will not apply to the reduction of this

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be provided. Only one such waiver or extension may be permitted.

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probationary time period.

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If the Respondent fails to have the above assessment submitted to the Board within the 45-day requirement, Respondent shall immediately cease practice and shall not resume practice until notified by the Board. This period of suspension will not apply to the reduction of this probationary time period. The Board may waive or postpone this suspension only if significant, documented evidence of mitigation is provided. Such evidence must establish good faith efforts by the Respondent to obtain the assessment, and a specific date for compliance must

ACCEPTANCE

I have carefully read the above Stipulated Settlement and Disciplinary Order and have fully discussed it with my attorney, Angela P. Alexander, Esq. I understand the stipulation and the effect it will have on my Registered Nurse License. I enter into this Stipulated Settlement and Disciplinary Order voluntarily, knowingly, and intelligently, and agree to be bound by the Decision and Order of the Roard of Registered Nursing.

WHN GABRIEL MONTEZ Respondent

I have read and fully discussed with Respondent John Gabriel Montez the terms and conditions and other matters contained in the above Stipulated Settlement and Disciplinary Order. I approve its form and content.

DATED:

P. ALEXANDER, PSQ. Altomey for Respondent

## **ENDORSEMENT** The foregoing Stipulated Settlement and Disciplinary Order is hereby respectfully submitted for consideration by the Board of Registered Nursing of the Department of Consumer Affairs. DATED: BILL LOCKYER, Attorney General of the State of California Deputy Attorney General Attorneys for Complainant DOJ Docket/Matter ID Number: 03579110-LA2002AD1734 60012542.wpd CML (09/23/2003)

# Exhibit A

BILL LOCKYER, Attorney General 1 of the State of California ALAN A. MANGELS, State Bar No. 57690 2 Deputy Attorney General 3 California Department of Justice 300 So. Spring Street, Suite 1702 Los Angeles, CA 90013 Telephone: (213) 897-2554 5 Facsimile: (213) 897-2804 Attorneys for Complainant 7 8 BEFORE THE BOARD OF REGISTERED NURSING 9 DEPARTMENT OF CONSUMER AFFAIRS STATE OF CALIFORNIA 10 In the Matter of the Accusation Against: 11 Case No. 2003-132 12 JOHN GABRIEL MONTEZ OAH No. L-2003040777 2929 Monogram Avenue Long Beach, CA 90815 13 FIRST SUPPLEMENTAL and AMENDED ACCUSATION Registered Nurse License No. 580266 14 15 Respondent. 16 17 Ruth Ann Terry, M.P.H., R.N. (Complainant) brings these further and additional charges in her official capacity and not otherwise. 18 19 10. Sections 490 and 2761(f), in pertinent part, provide that the conviction of any crime substantially related to the qualification, functions, and duties of a registered nurse is 20. 21 unprofessional conduct. 22 Respondent is further subject to disciplinary action under Code sections 11. 490, 2750, and 2761(f) on the grounds of unprofessional conduct as follows: 23 24 A. On or about May 9, 2003 in case No. 1101833, entitled People v. John Gabriel Montez before the Superior Court of Santa Barbara County (Figueroa Division), 25 Respondent, following his plea of no contest was convicted of a violation of Vehicle Code 26 27 §23103 (Reckless Driving). 28 111

1	B. Said conviction is substantially related to the practice of registered
2	nursing in that Respondent, on or about January 6, 2003, was driving a vehicle under the
3	influence of an alcoholic beverage, having a Blood Alcohol content in excess of .12%.
4	PRAYER
5	WHEREFORE, Complainant requests that a hearing be held on the matters herein
6	alleged, and that following the hearing, the Board of Registered Nursing issue a decision:
7	1. Revoking or suspending Registered Nurse License Number 580266, issued
8	to John Gabriel Montez;
9	2. Ordering John Gabriel Montez to pay the Board of Registered Nursing the
10	reasonable costs of the investigation and enforcement of this case, pursuant to Business and
11	Professions Code section 125.3;
12	3. Taking such other and further action as deemed necessary and proper.
13	DATED: 15 Sept 03
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16	RUTH ANN TERRY, MP.H., R.N.
17	Executive Officer Board of Registered Nursing
18	Department of Consumer Affairs State of California
19	Complainant
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22	03579110-LA2002AD1734
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BILL LOCKYER, Attorney General of the State of California ALAN A. MANGELS, State Bar No. 57690 Deputy Attorney General California Department of Justice 300 So. Spring Street, Suite 1702 Los Angeles, CA 90013 Telephone: (213) 897-2554 Facsimile: (213) 897-2804  Attorneys for Complainant	
California Department of Justice 300 So. Spring Street, Suite 1702 Los Angeles, CA 90013 Telephone: (213) 897-2554 Facsimile: (213) 897-2804  Attorneys for Complainant	
Los Angeles, CA 90013 Telephone: (213) 897-2554 Facsimile: (213) 897-2804  Attorneys for Complainant	
6 Attorneys for Complainant	
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]	
BEFORE THE	
BOARD OF REGISTERED NURSING DEPARTMENT OF CONSUMER AFFAIRS	
STATE OF CALIFORNIA	
In the Matter of the Accusation Against: Case No. 2003–132	
12 JOHN GABRIEL MONTEZ	
13 Long Beach, CA 90815 ACCUSATION	
14 Registered Nurse License No. 580266	
Respondent.	
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17 Complainant alleges:	
PARTIES PARTIES	
19 1. Ruth Ann Terry, M.P.H., R.N. (Complainant) brings this Acc	cusation
solely in her official capacity as the Executive Officer of the Board of Registered No.	ursing,
Department of Consumer Affairs.	
22 On or about April 26, 2001, the Board of Registered Nursing	issued
Registered Nurse License No. 580266 to John Gabriel Montez (Respondent). The R	egistered
Nurse license was in full force and effect at all times relevant to the charges brought	herein and
will expire on February 28, 2005, unless renewed.	
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#### **JURISDICTION**

3. This Accusation is brought before the Board of Registered Nursing (Board), Department of Consumer Affairs, under the authority of the following sections of the Business and Professions Code (Code).

#### **STATUTORY PROVISIONS**

- 4. Section 2750 of the Code provides, in pertinent part, that the Board may discipline any licensee, including a licensee holding a temporary or an inactive license, for any reason provided in Article 3 (commencing with section 2750) of the Nursing Practice Act.
- 5. Section 2764 of the Code provides, in pertinent part, that the expiration of a license shall not deprive the Board of jurisdiction to proceed with a disciplinary proceeding against the licensee or to render a decision imposing discipline on the license. Under section 2811(b) of the Code, the Board may renew an expired license at any time within eight years after the expiration.
  - 6. Section 2762 of the Code states, in pertinent part:

"In addition to other acts constituting unprofessional conduct within the meaning of this chapter [the Nursing Practice Act], it is unprofessional conduct for a person licensed under this chapter to do any of the following:

- "(a) Obtain or possess in violation of law, or prescribe, or except as directed by a licensed physician and surgeon, dentist, or podiatrist administer to himself or herself, or furnish or administer to another, any controlled substance as defined in Division 10 (commencing with Section 11000) of the Health and Safety Code or any dangerous drug or dangerous device as defined in Section 4022.
- "(b) Use any controlled substance as defined in Division 10 (commencing with Section 11000) of the Health and Safety Code, or any dangerous drug or dangerous device as defined in Section 4022, or alcoholic beverages, to an extent or in a manner dangerous or injurious to himself or herself, any other person, or the public or to the extent that such use impairs his or her ability to conduct with safety to the public the practice authorized by his or her license."

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1	3. Taking such other and further action as deemed necessary and proper.
2	DATED: 12/10/02
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5	RUTH ANN TERRY, M.P.H., R.N. Executive Officer
6	Board of Registered Nursing
7	Board of Registered Nursing Department of Consumer Affairs State of California
8	Complainant
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